

KEVIN R. POND
PROFESSOR AND CHAIR

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EDUCATION

Texas A & M University	Ph.D.	1982	Nutrition
Texas A & M University	M.S.	1979	Animal Nutrition
Cornell University	B.S.	1977	Animal Science

PROFESSIONAL EXPERIENCE

Professor and Chair	Texas Tech University	1/96 to present
Professor	North Carolina State University	7/93 to 1/96
Associate Professor	North Carolina State University	7/88 to 6/93
Assistant Professor	North Carolina State University	8/82 to 6/88
Tom Slick Fellow	Texas A & M University	1981 - 1982
Grad. Res. Assistant	Texas A & M University	1977 - 1981

RESEARCH GRANTS (since 1988) – Pond’s Portion

2003	Industry	Beef and Education	17,600
2001	Industry	Shelf-life and Safety	52,738
2000	Industry	Beef Quality/Food Safety	82,245
1999	USDA/Indus	Beef/Nutrition/Education	29,216
1998	USDA/Indus	Beef/Nutrition/Pork/Education	43,225
1997	USDA/Indus	Beef/Livestock/Education	48,640
1995	USAID	Feed Resources SR-CRSP	76,000
1994	USAID	Feed Resources SR-CRSP	330,000
1993	USAID	Feed Resources SR-CRSP	259,000
1992	USAID	Feed Resources SR-CRSP	304,000
1991	Nutrition	Use of Cotton Byproducts	1,583
1990	USAID	Feed Resources SR-CRSP	404,174
1989	USAID	By-product Utilization SR-CRSP	193,450
1988	USAID	By-product Utilization SR-CRSP	199,348
TOTAL			\$2,041,219

PROFESSIONAL SOCIETY MEMBERSHIP

American Society of Animal Science
American Dairy Science Association
American Forage and Grassland Council
Council for Agriculture Science and Technology
National Association of Colleges and Teachers of Agriculture
Alpha Zeta
Gamma Sigma Delta

SCHOLARLY AND PROFESSIONAL HONORS

1995	USDA Certificate of Appreciation, USDA-ARS
1993	Outstanding Young Animal Scientist Award-Education (Southern Section American Society of Animal Science)
1991	VNR-AVI Teacher Award from the National Association of Colleges and Teachers of Agriculture (NACTA)
1990	Alumni Distinguished Undergraduate Professor (NCSU)
1989	Alumni Outstanding Teacher Award (NCSU)
1989	Outstanding Teacher and Member of Academy of Outstanding Teachers (NCSU)
1988	NACTA Teaching Award of Merit
1988	NACTA Teaching Fellow (National Association of Colleges and Teachers of Agriculture)
1986	Outstanding Teacher and Member NCSU Academy of Outstanding Teachers (NCSU)
1983-84	Outstanding Faculty Member (Agriculture Institute, NCSU)
1982-83	Outstanding Faculty Member (Agriculture Institute, NCSU)

PUBLICATIONS

Books	2
Chapters in Books	9
Refereed Journal Articles	57
Manuscripts in Press and in Review	4
Conference Proceedings, Symposia and Invited Papers	39
Abstracts	98
Experimental Station Reports	88
Number of Citations of refereed journal articles (as of 1-9-04)	656

Books

Pond, K. R. and W. G. Pond. 2000. *Introduction to Animal Science*. 687 pages. John Wiley & Sons, New York.

Pond, W. G., K. R. Pond, and D. C. Church. 1995. *Basic Animal Nutrition and Feeding*. 4th ed. 615 pages. John C. Wiley & Sons, New York.

Refereed Publications

Guay, K. A., H. A. Brady, V. G. Allen, K. R. Pond, D. B. Wester, L. A. Janecka and N. L. Heninger. 2002. Matua bromegrass hay for mares in gestation and lactation. *J. Anim. Sci.* 80:2960-2966.

- Allen, V. G., K. R. Pond, K. E. Saker, J. P. Fontenot, C. P. Bagley, R. L. Ivy, R. R. Evans, C. P. Brown, M. F. Miller, J. L. Montgomery, T. M. Dettle, and D. B. Wester. 2001. Tasco-Forage: III. Influence of a seaweed extract on performance, monocyte immune cell response, and carcass characteristics in feedlot-finished steers. *J. Anim. Sci.* 79:1032-1040.
- Montgomery, J. L., V. G. Allen, K. R. Pond, M. F. Miller, D. B. Wester, C. P. Brown, R. Evans, C. P. Bagley, R. L. Ivy, and J. P. Fontenot. 2001. Tasco-Forage: IV. Influence of a seaweed extract applied to tall fescue pastures on sensory characteristics, shelf-life, and vitamin E status in feedlot-finished steers. *J. Anim. Sci.* 79:884-894.
- Luginbuhl, J. M., K. R. Pond, J. C. Burns, and D. S. Fisher. 2000. Intake and chewing behavior of steers consuming switchgrass preserved as hay or silage. *J. Anim. Sci.* 78:1983-1989.
- Merkel, R. C., K. R. Pond, J. C. Burns, and D. S. Fisher. 2000. Rate and extent of dry matter digestibility in sacco of both oven- and freeze-dried *Paraserianthes falcataria*, *Calliandra calothyrsus*, and *Gliricidia sepium*. *Tropical Agric.* 77:1-5.
- LaCasha, P. A., H. A. Brady, V. G. Allen, C. R. Richardson, and K. R. Pond. 1999. Voluntary intake, digestibility, and subsequent selection of Matua bromegrass, coastal bermudagrass, and alfalfa hays by yearling horses. *J. Anim. Sci.* 77:2766-2773.
- Merkel, R. C., K. R. Pond, J. C. Burns, and D. S. Fisher. 1999. Intake, digestibility and nitrogen utilization of three tropical tree legumes I. as sole feeds compared to *Asystasia intrusa* and *Brachiaria brizantha*. *Anim. Feed Sci. Technol.* 82:91-106.
- Merkel, R. C., K. R. Pond, J. C. Burns, and D. S. Fisher. 1999. Intake, digestibility and nitrogen utilization of three tropical tree legumes II. as protein supplements. *Anim. Feed Sci. Technol.* 82:107-120.
- Merkel, R. C., K. Simanihuruk, S. P. Ginting, J. Sianipar, L. P. Batubara, and K. R. Pond. 1999. Growth potential of five sheep genotypes in Indonesia. *Small Ruminant Res.* 34:11-14.
- Buntinx, S. E., K. R. Pond, D. S. Fisher, and J. C. Burns. 1997. The utilization of multidimensional scaling to identify forage characteristics associated with preference in sheep. *J. Anim. Sci.* 75:1641-1650.
- Burns, J. C., K. R. Pond, D. S. Fisher, and J. M. Luginbuhl. 1997. Changes in forage quality, ingestive mastication, and digesta kinetics resulting from switchgrass maturity. *J. Anim. Sci.* 75:1368-1379.
- Burns, J. C., D. S. Fisher, and K. R. Pond. 1996. Quality of eastern gamagrass compared with switchgrass and flaccidgrass when preserved as hay. *Postharvest Biol. Technol.* 7:261-269.
- Cosgrove, G. P., J. C. Burns, D. S. Fisher, J. P. Mueller, and K. R. Pond. 1994. Near-infrared reflectance spectroscopy prediction of quality from masticated temperate forage species. *Crop Sci.* 34:789-792.

- Luginbuhl, J. M., K. R. Pond, J. C. Burns, and D. S. Fisher. 1994. Evaluation of the Captec controlled-release chromic oxide capsule for fecal output determination in sheep. *J. Anim. Sci.* 72:1375-1380.
- Luginbuhl, J. M., K. R. Pond, and J. C. Burns. 1994. Whole-tract digesta kinetics and comparison of techniques for the estimation of fecal output in steers fed coastal bermudagrass hay at four levels of intake. *J. Anim. Sci.* 72:201-211.
- Pitman, W. D., R. V. Machen, and K. R. Pond. 1994. Grazing evaluation of bigalta and floralta limpograss. *Crop Sci.* 34:210-214.
- Burns, J. C., D. S. Fisher, and K. R. Pond. 1993. Ensiling characteristics and utilization of switchgrass preserved as silage. *Postharvest Biol. Technol.* 3:349-359.
- Buntix, S. E., K. R. Pond, D. S. Fisher, and J. C. Burns. 1992. Evaluation of the captec chrome controlled-release device for the estimation of fecal output by grazing sheep. *J. Anim. Sci.* 70:2243-2249.
- Burns, J. C., D. S. Fisher, K. R. Pond, and D. H. Timothy. 1992. Diet characteristics, digesta kinetics and dry matter intake of steers grazing eastern gamagrass. *J. Anim. Sci.* 70:1251-1261.
- Moore, J. A., K. R. Pond, M. H. Poore, and T. G. Goodwin. 1992. Influence of model and marker on digesta kinetic estimates for sheep. *J. Anim. Sci.* 70:3528-3540.
- Pond, K. R., S. D. Holladay, and J. M. Luginbuhl. 1992. Technical Note: Preservation of tissues and gastrointestinal tract portions by plastic coating or plastination. *J. Anim. Sci.* 70:1011-1014.
- Burns, J. C., K. R. Pond, and D. S. Fisher. 1991. Effects of grass species on grazing steers: II. Dry matter intake and digesta kinetics. *J. Anim. Sci.* 69:1199-1204.
- Fisher, D. S., J. C. Burns, K. R. Pond, R. D. Mochrie, and D. H. Timothy. 1991. Effects of grass species on grazing steers: I. Diet composition and ingestive mastication. *J. Anim. Sci.* 69:1188-1198.
- Guessous, F., J. M. Luginbuhl, N. Rihani, and K. R. Pond. 1991. Influence of supplementation on the performance of gestating ewes grazing wheat stubble pastures. *Anim. Feed Sci. Technol.* 35:95-103.
- Luginbuhl, J. M., D. S. Fisher, K. R. Pond, J. C. Burns, and J. C. Russ. 1991. Image-analysis and nonlinear modeling to determine dimensions of wet-sieved, masticated forage particles. *J. Anim. Sci.* 69:3807-3816.
- Villalobos, J. L., J. C. Burns, D. S. Fisher, and K. R. Pond. 1991. In vitro dry-matter disappearance and cell-wall concentrations of flaccidgrass masticates predicted by near infrared reflectance spectroscopy. *Crop Sci.* 31:1571-1574.

- Luginbuhl, J. M., K. R. Pond, and J. C. Burns. 1990. Changes in ruminal and fecal particle weight distribution of steers fed coastal bermudagrass hay at four levels. *J. Anim. Sci.* 68:2864-2873.
- Olubobokun, J. A., W. M. Craig, and K. R. Pond. 1990. Effects of mastication and microbial contamination on ruminal insitu forage disappearance. *J. Anim. Sci.* 68:3371-3381.
- Deswysen, A. G., K. R. Pond, E. Riveravillarreal, and W. C. Ellis. 1989. Effects of time of day and monensin on the size distribution of particles in digestive-tract sites of heifers fed corn silage. *J. Anim. Sci.* 67:1773-1783.
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- Fisher, D. S., J. C. Burns, and K. R. Pond. 1989. Kinetics of invitro cell wall disappearance and invivo digestion. *Agron. J.* 81:25-33.
- Leonard, E. S., K. R. Pond, R. W. Harvey, and R. G. Crickenberger. 1989. Effects of corn grinding and time of corn feeding on growth, starch utilization and digesta passage characteristics of growing steers fed hay-based diets. *J. Anim. Sci.* 67:1603-1611.
- Luginbuhl, J. M., K. R. Pond, J. C. Burns, and J. C. Russ. 1989. Eating and ruminating behavior of steers fed coastal bermudagrass hay at four levels. *J. Anim. Sci.* 67:3410-3418.
- Luginbuhl, J. M., K. R. Pond, J. C. Burns, and J. C. Russ. 1989. Effects of ingestive mastication on particle dimensions and weight distribution of coastal bermudagrass hay fed to steers at four levels. *J. Anim. Sci.* 67:538-546.
- Pond, K. R., W. C. Ellis, J. H. Matis, and A. G. Deswysen. 1989. Passage of chromium-mordanted and rare earth-labeled fiber – time of dosing kinetics. *J. Anim. Sci.* 67:1020-1028.
- Fisher, D. S., J. C. Burns and K. R. Pond. 1988. Estimation of mean and median particle-size of ruminant digesta. *J. Dairy Sci.* 71: 518-524.
- Pond, K. R., W. C. Ellis, J. H. Matis, H. M. Ferreiro, and J. D. Sutton. 1988. Compartment models for estimating attributes of digesta flow in cattle. *Br. J. Nutr.* 60:571-595.
- Quiroz, R. A., K. R. Pond, E. A. Tolley, and W. L. Johnson. 1988. Selection among nonlinear models for rate of passage studies in ruminants. *J. Anim. Sci.* 66:2977-2986.
- Tolley, E. A., M. W. Tess, T. Johnson, and K. R. Pond. 1988. Effect of switching diets on growth and digesta kinetics of cattle. *J. Anim. Sci.* 66:2551-2567.
- Deswysen, A. G., W. C. Ellis, K. R. Pond, W. L. Jenkins, and J. Connelly. 1987. Effects of monensin on voluntary intake, eating and ruminating behavior and ruminal motility in heifers fed corn-silage. *J. Anim. Sci.* 64:827-834.

- Deswysen, A. G., W. C. Ellis, and K. R. Pond. 1987. Interrelationships among voluntary intake, eating and ruminating behavior and ruminal motility of heifers fed corn-silage. *J. Anim. Sci.* 64:835-841.
- Fisher, D. S., J. C. Burns, and K. R. Pond. 1987. Modeling ad-libitum dry-matter intake by ruminants as regulated by distension and chemostatic feedbacks. *J. Theor. Biol.* 126:407-418.
- Luginbuhl, J. M., K. R. Pond, J. C. Russ, and J. C. Burns. 1987. A simple electronic device and a computer-interface system for monitoring chewing behavior of stall-fed ruminant animals. *J. Dairy Sci.* 70:1307-1312.
- Mann, D. L., L. Goode, and K. R. Pond. 1987. Voluntary intake, gain, digestibility, rate of passage and gastrointestinal-tract fill in tropical and temperate breeds of sheep. *J. Anim. Sci.* 64:880-886.
- Pond, K. R., W. C. Ellis, C. E. Lascano, and D. E. Akin. 1987. Fragmentation and flow of grazed coastal bermudagrass through the digestive-tract of cattle. *J. Anim. Sci.* 65:609-618.
- Harvey, R. W., W. J. Croom, K. R. Pond, B. W. Hogarth, and E. S. Leonard. 1986. High levels of sodium-chloride in supplements for growing cattle. *Can. J. Anim. Sci.* 66:423-429.
- Deswysen, A. G., W. C. Ellis and K. R. Pond. 1986. Relationship of ingestive and ruminating behaviors to rumen digestibility and voluntary intake. *Repro. Nutr. Dev.* 26:271-272.
- Pond, W. G., K. R. Pond, W. C. Ellis, and J. H. Matis. 1986. Markers for estimating digesta flow in pigs and the effects of dietary fiber. *J. Anim. Sci.* 63:1140-1149.
- Pond, K. R., R. G. Crickenberger, and J. T. Green. 1985. Effective ways of teaching hay, silage and feedstuff identification. *Natl. Assoc. of College Teachers of Agric. J.* 29(3):44-46.
- Pond, K. R., W. C. Ellis, W. D. James, and A. G. Deswysen. 1985. Analysis of multiple markers in nutrition research. *J. Dairy Sci.* 68(3):745-750.
- Deswysen, A. G., W. C. Ellis, and K. R. Pond. 1984. Voluntary eating, chewing and ruminating activity and rumen motor-activity interrelations during the feeding of corn-silage and the influence of monensin. *J. Anim. Physiol. And Anim. Nutr.* 52:100-101.
- James, W. D., F. F. Arnold, K. R. Pond, M. D. Glascock, and T. G. Spalding. 1984. Application of prompt gamma-activation analysis and neutron activation analysis to the use of samarium as an intestinal marker. *J. Radioanalytical and Nuclear Chem.* 83:209-214.
- Mahlooji, M., W. C. Ellis, J. H. Matis, and K. R. Pond. 1984. Rumen microbial digestion of fiber as a stochastic-process. *Can. J. Anim. Sci.* 64:114-115.
- Pond, K. R., L. Goode, E. SW. Leonard, and D. L. Mann. 1984. Intake, digesta fill and flow kinetics prepartum and postpartum. *Can. J. of Anim. Sci.* 64:68-69.

Pond, K. R., W. C. Ellis, and D. E. Akin. 1984. Ingestive mastication and fragmentation of forages. *J. Anim. Sci.* 58:1567-1574.

James, W. D., K. R. Pond, and W. C. Ellis. 1983. Multiple stable isotope markers used in nutrition research. *Trans. Am. Nuclear Soc.* 44:23-24.

Deswysen, A. G., K. R. Pond, and W. C. Ellis. 1982. The influence of administration time of labeled material on the passage rate of particles in ruminants. *J. Anim. Physiol. and Anim. Nutr.* 47:238-239.

Patents Awarded to Department

Inventors	Title	Date of Patent	Patent No.
V. Allen, et al. (K. Pond)	Reducing E. coli content of beef	August 7, 2001	6,270,812
Tock, et al. (C. R. Richardson)	Digestion enhancer for ruminant animals comprising a formate salt	June 10, 1997	5,637,312
Lee, et al. (J. McGlone)	Regulation of vertebrate ovarian maturation and function using growth factors	October 9, 2001	6,300,311
V. Allen, et al. (K. Pond)	Seaweed supplement diet for enhancing immune response in mammals and poultry	November 6, 2001	US 6,312,709 B1
Allen, et al (Mark Miller)	Method for processing an animal carcass and apparatus for providing electrical stimulation	September 18, 2001	6,290,592
Allen, et al (Mark Miller)	Method for processing an animal carcass and apparatus for providing electrical stimulation	April 2, 2002	6,364,759
V. Allen, et al. (K. Pond)	Seaweed supplement diet for enhancing immune response in mammals and poultry	January 15, 2002	6,338,856
V. Allen, et al. (K. Pond)	Seaweed supplement diet for enhancing immune response in mammals and poultry	January 29, 2002	6,342,242
V. Allen, et al. (K. Pond)	Seaweed supplement diet for enhancing immune response in mammals and poultry	February 2002	
V. Allen, et al. (K. Pond)	Seaweed supplement diet for enhancing immune response in mammals and poultry	August 13, 2002	6,432,443
V. Allen, et al. (K. Pond)	Direct feeding of seaweed supplement to cattle and swine to enhance carcass quality	May 21, 2002	6,391,331
V. Allen, et al. (K. Pond)	Direct feeding of seaweed supplement to cattle and swine to enhance carcass quality	October 2002	
V. Allen, et al. (K. Pond)	Producing meat with enhanced shelf-life	May 2002	6,383,538
Prien, et al (K. Pond)	Cryogenic preservation of biologically active material using high temperature	February 18, 2003	6,519,954
Prien, et al. (K. Pond)	Method and system for preparing tissue samples for histological and pathological examination	August 1, 2002	20020100284

MEASURES of SUCCESS as an ADMINISTRATOR
(Based on last (2002) Strategic Plan Assessment)

Goal 1. Access and Diversity: Recruit, retain, and graduate a larger, more academically prepared and diverse student body.

- Increased enrollment of undergraduate students by 9% to 302 (goal 10% to 303) – Spring 2003 is 340.
- Increased enrollment in Food Technology from 21 to 25 (goal is 38).
- Increased enrollment of graduate students to 41 (goal 52) – Spring 2003 is 55.
- Increased the graduate students on support pursuing M.S. (thesis) and Ph.D.s to 92% (exceeding the goal of 70%).
- Increased total students graduating per year to 60 (goal is 70).
- Increased freshman applications by 5% to 138 students and admitted freshman students by 12.5% to 99 students.
- Increased transfer applications by 107% to 58 students and admitted transfer students by 58% to 38 students.
- Implemented peer evaluation of teaching and evaluated 6 courses.

Goal 2. Academic Excellence: Attain national recognition as the top Department of Animal and Food Sciences in Texas and one of the departments of choice in the nation.

- 100% of students will now be involved with an internship or special problems (research courses). Graduation requirement for all students.
- Increased number of faculty in elected national societies and receiving regional and national awards: Editor in Chief of the Journal of Animal Science (Mike Galyean); ASAS Animal Management Award (John McGlone); NACTA Teaching Fellow (Sam Jackson, Sam Prien and Leslie Thompson)
- Increased number of students involved in study abroad or international programs from 0 to 2 (New Zealand and England)
- Increased percentage of B.S. graduates gaining admittance to professional and graduate schools to 28% (exceeding goal of 15%).
- Increased level of assistantships, fellowships, and graduate support to support 92% of all students.
- Increased external funds generated by centers and institutes: Center for Excellence in Cryobiology, \$548,415; Center for Feed Industry Research and Education, \$65,370; Pork Institute, \$370,414.
- Salaries for assistant professors were increased to approach peers at other institutions.

- Start-up funds of \$30,000 per year for first two years, summer salaries for first two years and renovated facilities were provided for each new faculty member.
- Increased amount of grant dollars awarded to be top in the college and in the top ten of all departments at the University.
- Increased number of publications to 38 for 2001-02 and total number of patents to 10.

Goal 3. Engagement: Build community connections that enhance the quality of life for students and the community.

- Continued to sponsor and support student organizations such as Block & Bridle, Meat Science Association, Horsemen's Association, Rodeo Club, Food Tech Club, Pre-Vet Society, Therapeutic Riding Club, Cattlewoman's and Graduate Student Association.
- Evaluated the need for advisory committees or boards for centers, institutes, and other programs in department. CFIRE has a board and the International Center for Food Industry Excellence will establish a board.
- Continued and expanded positive relationship with TTU News and Publications and with local news media. Had 22 news releases or local interviews.
- Developed food safety web page for consumers and industry.
- Began development of a multicultural class in department, "The History of Animals in Humankind." (John Blanton and Sungwoo Kim)
- Expanded offerings of Honors classes by two: ANSC 2401 and ANSC 3401.
- Developed Center for Excellence in Cryobiology with Supachill USA (industry partner at Reese).
- Developed program through the International Center of Food Industry Excellence to provide one-on-one assistance to food and meat companies.
- Continued partnership with the University Medical Center and offer care to children within the region who require services.
- Developed a Master of Science program in Therapeutic Riding.

Goal 4. Technology: Maximize the use of technology in the delivery of services.

- Increased use of internal communication and business through email from 25% to 75%.
- Offered 2 courses through distance learning with WTAMU and TAMU.
- Effectively used advanced technology (multimedia and world wide web, etc.) in teaching 75% of courses.

- All classrooms are now equipped with multimedia equipment funded from HEAF and other sources.
- Updated computers in 20% of the faculty, staff and graduate offices.
- Maintained and expanded adequate access to computers for undergraduates and graduates (16 computer stations).
- Planned and develop a computer learning/distance education facility in the new Animal and Food Sciences building.
- Hired a part-time computer/web master for department (utilized graduate student in Business).
- Improved general communication by posting information on the web and/or with a weekly e-mail of upcoming events.
- Provided departmental reports and service publications on the departmental WWW site.
- Used the WWW site for short courses and other educational services (expanded data bases and food safety site).

Goal 5. Partnerships: Build strategic partnerships and alliances.

- Increased engagement of graduates in the departmental alumni association activities by making all graduates automatic members.
- Expanded partnership with USDA-ARS in joint facilities for food safety and animal well being.
- Increased presence on campus with junior high and high school students by offering "Shake Hands With Your Future"; "Super Saturdays" and "Science: It's a Girl Thing".
- Continued to sponsor and conduct seven judging contests on campus: Dairy, Dairy Products, Food Science, Horse, Livestock, Meats and Wool.
- Developed and offered a Food Science contest for the state.
- Conducted FFA advisor workshops for the Food Science contest.
- Developed and expanded articulation agreements with four community colleges on Animal Science Courses that will transfer.
- Increased transfer applications by 107% to 58 students and increased admitted transfer students by 58% to 38 students.
- Increased number of research grants submitted and value to be top in the college and in the top ten in the university.
- Continued support and relationship with USDA-ARS Livestock Issues Research Unit.
- Initiated joint partnership with USDA-ARS in microbiology lab at the former Plant Stress Lab.

- Enhanced partnership with College of Human Sciences with the International Center for Food Industry Excellence.
- Expanded relationships and research associated with food products development and safety.
- Had more faculty and students attend meetings including having departmental booths at National Cattleman's Beef Association and National Pork Producer's Council.
- Continued and strengthened ties with Texas A&M University (TAMU), West Texas A&M University, and New Mexico State University through the Consortium for Cattle Feeding and Environmental Sciences. Successful in federal appropriations.
- Developed closer ties with alumni by initiating a newsletter with postings on the web.
- Continued and expanded homecoming activities for alumni to include: Friday night dinner, Meeting, Judging Contest and Lunch.

Goal 6. Human Resources: Maintain a quality work force and work environment.

- Decreased the annual faculty/staff turnover to less than 10%.
- Increased the number of tenure-track faculty positions by one (goal is 5).
- Achieved parity with other comparable Big XII institutions in salaries for assistant professors.
- Recruited nationally and internationally for faculty.
- Maintained diversity of faculty (two minorities) and staff (two minorities).
- Have open and continued information exchange throughout the year, not just at annual evaluations.
- One faculty member participated in a study leave / professional travel experience (C. Reed Richardson).
- Obtained funds for new departmental building.
- Developed and compiled operating procedures for department.

Goal 7. Tradition and Pride: Establish a national image for Animal and Food Sciences at Texas Tech University.

- Held an annual prestigious awards banquet that recognizes activities of the department and honors students, staff, faculty, and alumni.
- Developed improved ties with TTU News and Publications and had 22 news releases and interviews.

- Increased presence in community with junior high and high school students by offering “Shake Hands With Your Future”; “Super Saturdays” and “Science: It’s a Girl Thing”.
- Had departmental booths at National Cattleman’s Beef Association and National Pork Producer’s Council.

Goal 8. Financial Stability: Strengthen financial resources.

- Expanded research grant awards as identified by the Office of Research Services to \$1.6 million per year (exceeding goal of \$1.5 million).
- External funding averaged \$111,000 per FTE (exceeding goal of at least \$25,000 per FTE).
- Number of contacts and grants submitted (50) was the largest ever and the number funded was 32.
- Maintained high standards of instruction with well-equipped classrooms and labs.
- Controlled lab fees and field trip fees to be cost effective.

Goal 9. Accountability: Enhance planning, performance, assessment, and public accountability.

- After review, it was determined to change the departmental name to reflect the departmental mission and clientele to “Animal and Food Sciences”.

Updated 1/20/04